

GENDER PAY GAP DISCLOSURE

NETS International Communication Limited is committed to transparency in pay practices and fair compensation for all employees. In line with the SECP's directive on gender pay gap disclosure, NETS International Communication Limited has reviewed its wage data across the organization.

While differences exist due to variations in role, experience, and systemic business factors, NETS International Communication Limited is taking steps to reduce the gender pay gap by ensuring consistent pay structures, benchmarking compensation against business best practices, and actively promoting women into higher-level roles.

The current gender pay gap analysis is as follows:

Mean Gender Pay Gap: 27.46%
Median Gender Pay Gap: 11.11%

	Male (PKR)	Female (PKR)
Mean Hourly Wage Rate	774.68	562.92
Median Hourly Wage Rate	511.36	454.54